

Communication Readiness Reframing Difficult Conversations



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Turtle Island By Patrick Hunter (www.patrickhunter.ca)

Land Acknowledgement

We recognize with humility and gratitude that Canada is located in the traditional, historical and ceded and unceded Lands of First Nation, Inuit and Métis Peoples.

On behalf of us all, we acknowledge and pay respect to the Indigenous peoples past, present and future who continue to work, educate and contribute to the strength of this country.





Presenters



Jennifer Campagnolo, BScN RN, Project ECHO Home and Community Care Lead, Canadian Home Care Association



Mallory Peters, BScN RN CHPCN(c), Palliative Care Coordinator, Health PEI Home Based Care





About the eiCOMPASS Knowledge Webinars

The eiCOMPASS is bringing together organizations providing home-based palliative care across Canada to improve nurses' and personal care workers' skills and provide emotionally intuitive care.

How is the Canadian Home Care Association accomplishing this?

- Building awareness of the Canadian Interdisciplinary Palliative Care Competency Framework.
- Providing Emotional Intelligence e-learning training courses.
- Supporting the learning with tools and this series of knowledge webinars to reinforce skills.
- Through our SPRINT™ Accelerator we are supporting teams from across Canada to adopt and practice these skills.





Changing Attitudes



Developingemotionally intuitive,
competency-based
palliative care skills

Emotional Intelligence (EI) and Palliative Care

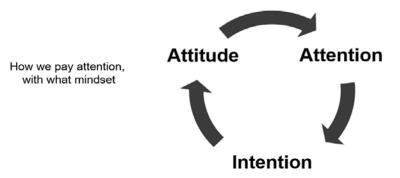
- Healthcare providers with high El demonstrate **40% better patient outcomes** in terms of managing pain, anxiety, and depression. (Greenberg 2016)
- Family members and caregivers report a **20% higher satisfaction rate** when healthcare providers exhibit high EI primarily due to better communication and emotional support. (Huber 2018)
- Nurses with higher levels of emotional intelligence showed a 50% reduction in burnout compared to those with lower El scores. (Lamarche 2018)
- Palliative care team members with higher EI scores were 25% more effective in collaborative decisionmaking. (Whitaker, 2018)





Checking In

- 1. Start by Taking a Few Deep Breaths
- If you can try to extend your outbreath so that it is longer than your inbreath (maybe in for a count of four then out for a count of six, then eight)
- 3. How are you in this moment?
- 4. How do you want to be?



Attending fully in this moment, not being in the past or future

Knowing why we are doing what we are doing

Shauna Shapiro, Linda Carlson, John Astin, Benedict Freedman





Objectives



 Embody Compassionate Communication – understand how to bring compassion into how you listen, speak, and be present with people.



2. Navigate Emotional Dynamics - Learn and practice techniques to address emotional cues, deliver difficult news with sensitivity, and acknowledge emotional reactions during essential conversations.

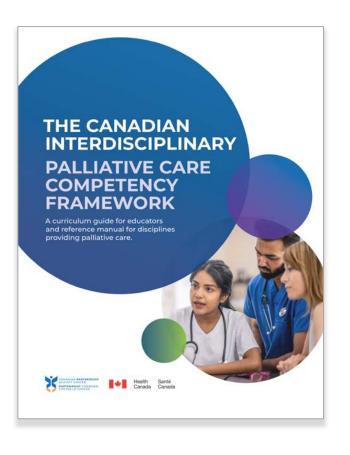


3. Integrate the Communications Guides – to prepare for palliative care emergencies and support clear communication and compassionate interactions.









Communication is essential in care of those affected by life-limiting illness. The person, their designated family or caregivers, and team may experience uncertainty and strong emotions. Effective communication helps to establish therapeutic relationships, ensures that people, and families and caregivers understand and participate in decision-making, enables interdisciplinary teamwork, and facilitates smooth transitions between care settings.

- Palliative Care Competency Framework





Competencies



- 3.1 Recognizing and respecting that each person and their designated family or caregiver(s) has a unique perspective
- Ask and seek to understand the unique perspective of each person



- 3.2. Listening and providing emotional support
- Develop and maintain supportive and therapeutic relationships by connecting, communicating and establishing professional boundaries.



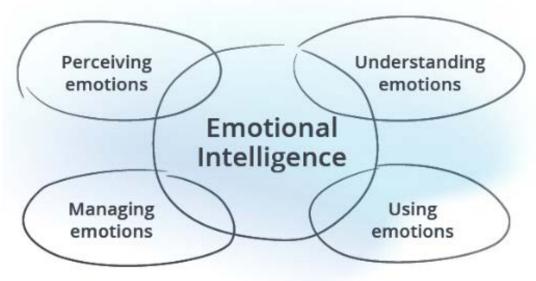
- 3.5. (Nursing) Delivering difficult news and managing essential conversations
- Introduce people to the concepts and benefits of palliative care
- Share difficult news in a compassionate and supportive manner and provide a safe space for people to process their emotions
- Support people so they can make informed decisions about the types of information they wish to receive





Competency Development and El





Emotional intelligence isn't inherited, it's developed. The brain's neuroplasticity allows us to learn and improve our emotional skills throughout our lifetime.

Dr. Richard Davidson

Neuroscientist and Founder and Chair of the Center for Healthy Minds





Compassionate Conversations







Opening the Conversation

- Invite don't insist
- Ask Yourself:
 - is it the right time?
 - is it the right place?
 - is it the right person?
 - is there anyone else that should be included?
- Reduce any power imbalances
- Set expectations
- Some helpful questions:

Where would you like to start?
What do I need to know?
Would it be ok if...





Listening

Level 1 Internal Listening	When your focus is on your own thoughts, opinions, and judgments. Relating what you hear to your own experience and needs.
Level 2 Focused Listening	Your attention is entirely on the speaker. This involves not only hearing the words but noticing the tone, body language, and emotions. It's about understanding the speaker's perspective without letting internal thoughts interfere.
Level 3 Global Listening	This includes everything from Level 2, plus awareness of the environment and broader context. It involves using intuition and being open to receiving information from various sources, not just the speaker.

Summarized from Co-Active Coaching: The Proven Framework for Transformative Conversations at Work and in Life (Kimsey-House et. Al)











Notice and talk about feelings, yours and others'.

Handle your emotions well, staying calm in different situations.

Adjust your
words based on
how you or
others feel,
making
conversations
kinder and
clearer.





"Being With" Strong Emotions

- Allow them to happen and acknowledge them.
- Respond openly and honestly.
- Do not move on until the emotion settles or offer empty reassurances.
- Use silence to allow time for processing/ understanding information.

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"This is hard"
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"I will try to support you"

"There's lots to think about"





[&]quot;I am here"

"Being With" Strong Emotions

• Be observant of non-verbal cues and respond with compassion.

"Something seems to have (concerned/upset/ worried...) you. Would you like to talk about it?"

Ask open-ended/clarifying questions. Be curious.

"Can you tell me more about that?"

Offer reflections and validation.

"That sounds difficult"/ "I imagine that you might be concerned about..."





Closing the Conversation

In a way that the other person doesn't feel more vulnerable:

- Share the timekeeping
- Closing doesn't mean it's finished
- Watch for signs of fatigue or loss of privacy
- Find mutual agreement

It's time to finish soon, but we can come back to this

Thank you for sharing with me, would it be alright to leave this for now?

"Do we need to take a minute to go over anything we've just spoken about? Is there anything I've said that you are unsure about or isn't clear?"





Be Prepared Conversation Guides

Where we started...



Where we've arrived.



cdnhomecare.ca/chca-project-echo

























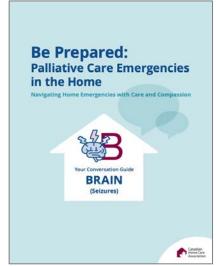




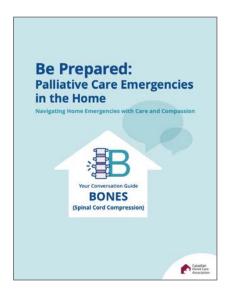


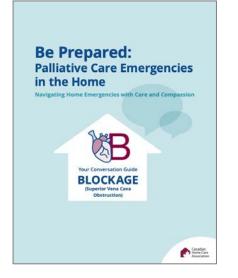






Be Prepared:

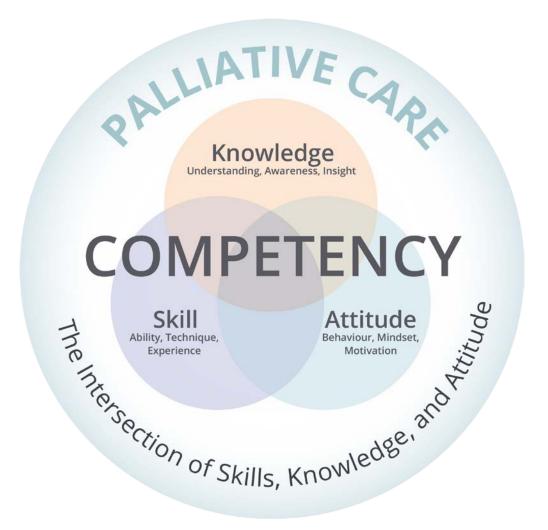








Be Prepared Conversation Guides





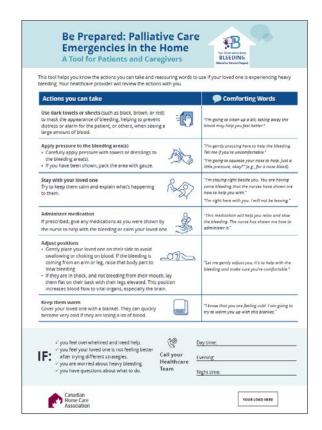


Helping navigate home emergencies with care and compassion

Be Prepared Conversation Guides











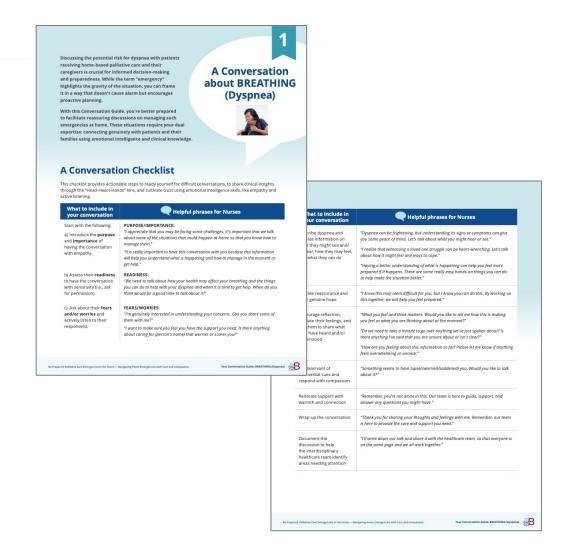
SKILLS + ATTITUDES

Knowledge Understanding, Awareness, Irright COMPETENCY Skill Ability, Technique, Experience Experience Attitude Behaviour, Mindsee, Motivation Of Skills, Knowledge Reduced to the second of the

Be Prepared Conversation Guides



 Offers guidance on <u>how</u> to have a conversation and share clinical understanding







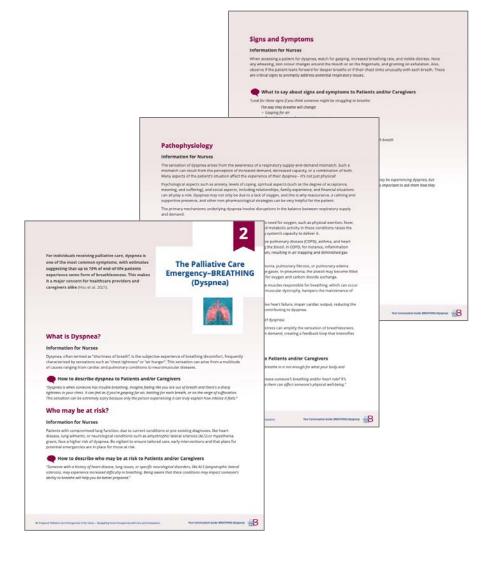
KNOWLEDGE + SKILLS

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Be Prepared Conversation Guides



 Information for home care providers about the emergency (pathophysiology, identifying atrisk patients, signs and symptoms, pharmacological and non-pharmacological interventions)







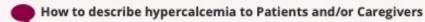
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Be Prepared Conversation Guides



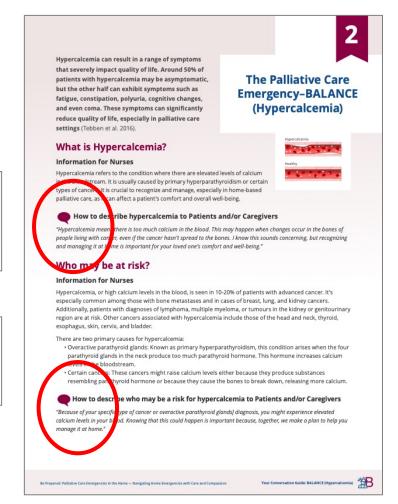
Details about the Palliative Care Emergency



"Hypercalcemia means there is too much calcium in the blood. This may happen when changes occur in the bones of people living with cancer, even if the cancer hasn't spread to the bones. I know this sounds concerning, but recognizing and managing it at home is important for your loved one's comfort and well-being."

How to describe who may be a risk for hypercalcemia to Patients and/or Caregivers

"Because of your specific type of cancer or overactive parathyroid glands] diagnosis, you might experience elevated calcium levels in your blood. Knowing that this could happen is important because, together, we make a plan to help you manage it at home."



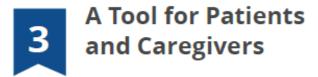




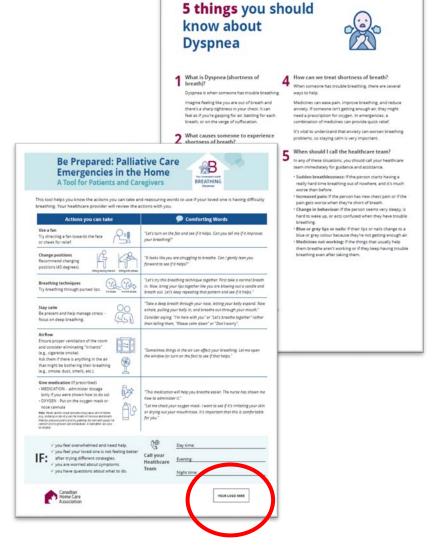
KNOWLEDGE + SKILLS For Patients and Caregivers



Be Prepared Conversation Guides



- Customizable and designed to be left in the home
- Provides patients and families essential information and most importantly immediate access to helpful actions they can take (including what to say to someone)







Be Prepared Conversation Guides

How can you access this resource?

- Available in both English and French
- Download from the CHCA website
- Conversation guide roleplay demonstration video
- jcampagnolo@cdnhomecare.ca











eiCOMPASS SPRINT team Collaborative



Edmonton Zone





Central Zone







New Brunswick Extra-Mural Program

Provincial Home Care Program (PEI)













Ontario

Clinical Integration (SK)











Ontario













Be Prepared Conversation Guides

How Can You Integrate This Resource?

- Reviewed the guides & decided to focus on Bleeding & Breathing
- Created an education session for RNs in our area
- We used EI module content focusing on interpersonal relationship skills linked to Health PEI specific forms and policies







Be Prepared Conversation Guides

How Can You Integrate This Resource?

- Guides used to develop educational activities to prepare nurses to support clients and caregivers during transitions in care and home emergencies
- Developed a case study to make the session more interactive and engaging for staff
- 2 hour in-person education sessions were information, interactive and had a positive response from staff







Be Prepared Conversation Guides

How Can You Integrate This Resource?

Health PEI One Island Health System

STAFF RESOURCE CENTRE

caring · integrity · excellence · diversity

Guides and Toolkits

- A Guide to Advance Care Planning It's about having a say in your health care [PDF]
- · Advance Care Planning Word List
- · Advance Care Planning Interactive PEI Workbook
- BC Guidelines [PDF]
- Eastern Cooperative Oncology Group (ECOG) Performance Status
- ECOG, PRFS and PPSv2 Comparison Guide [PDF]
- Palliative Approach to Care Algorithm [PDF] NEW
- Palliative Care Ruler [PDF]
- · Palliative Emergency Guides
- Backgrounder: Be Prepared Conversation Guides [PDF]
- Putting the Conversation Guides to Use [VIDEO]
- Be Prepared BLEEDING Conversation Guide [PDF]
- Be Prepared BALANCE Conversation Guide [PDF]
- Be Prepared BLOCKAGE Conversation Guide [PDF]
- Be Prepared BONES Conversation Guide [PDF]
- Be Prepared BRAIN Conversation Guide [PDF]
- Be Prepared DYSPNEA Conversation Guide [PDF]
- Palliative Performance Scale version 2 [PDF]
- The Way Forward National Framework: A Roadmap for the Integrated Palliative Approach to Care [PDF]





Be Prepared Conversation Guides

"Emotional Intelligence was a concept I really hadn't given much thought to prior to my sessions with Mallory and Rachel. These sessions were thorough and helped me examine my own feelings and how they affect the palliative care I provide. Overall, I feel much more competent with my abilities and will use what I learned daily in my practice.

Sara-Registered Nurse

"I have used them quite a few times and find they are really great! I have been reviewing with client/family and leaving them in the home binder"

Stephanie-Palliative Care Coordinator

The palliative emergency conversation guides have been well developed covering the many aspects of what a nurse would need to know to deliver the best care possible to a palliative patient and their loved ones in their home. These conversations can be difficult, and this tool will be helpful in guiding the nurse with examples of phrases and best language to use, to aid understanding.

Sharon-Provincial Palliative Resource Nurse



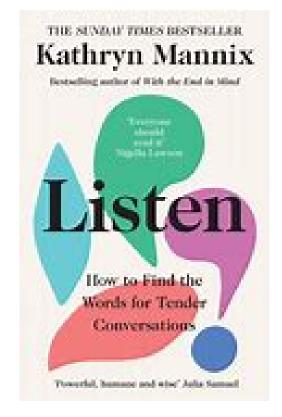


Practicing Compassionate Conversations

- Start with Checking In with yourself
- Take steps to open the conversation in a compassionate way (Inviting/Offering)
- Noticing/Listening at all three levels
- ACT (Acknowledge, Control, Tailor)
- Being With Strong Emotions (Presence)
- Closing the Conversation
- Integrating the Conversation Guides
 - facilitate communication between the health care professionals and the family member
 - contribute to family caregivers experiencing less distress
 - help family members feel prepared for emergency situations

What are you going to try?







Questions?







Upcoming Knowledge Webinars

January 23, 2025 | 12:00 pm-1:00 pm ET

Adapting Your Communication Style—Talking to Kids About Serious Illness and Loss

Develop the skills to guide families in having honest, age-appropriate conversations with children about illness and loss, creating understanding and emotional resilience.



Communication and Shared Decision-Making

Discover how empathetic communication and shared decision-making can align care plans with patients' values, improving their experience and outcomes.



Attending to Grief and Loss – Empathy in Action

Build the skills to support families, colleagues, and yourself through grief and loss, fostering healing and emotional resilience.









